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Newly hired researcher Robert Zaman (left) works in Afghanistan prior to joining FRD's staff. Another new researcher, Kali Smith, works from her home in Hickory, North Carolina.



Federal Research Division

## Federal Research Division Hires in Far-Flung Corners

The division's six new staff members have so far been sharing their expertise remotely.

**BY BAILEY CAHALL**

Robert Zaman was thrilled to learn last summer that the Federal Research Division (FRD) wanted to interview him for an open researcher position. Working at the Library of Congress had been a dream job since he last visited to examine diplomatic correspondence from the Anglo-Afghan Wars. The only question was internet connectivity.

With no permanent room of his own at the U.S. military base in Bagram, Afghanistan, Zaman – then working as a social scientist for NATO – was making do in a

modified shipping container. To stabilize his connection, he had to run wires over several other containers. Luckily, it worked.

He met virtually with members of the division's senior staff and became one of six new employees to join FRD during the COVID-19 pandemic. He is currently working remotely from his home in Virginia.

Like every other Library division, FRD has had to adapt to the constraining realities of the coronavirus. Having to work almost entirely by telework has presented challenges – but also some unex-

**FRD, CONTINUED ON 7**

## DONATED TIME

The following employees have satisfied eligibility requirements to receive leave donations from other staff members. Contact Lisa Davis at (202) 707-0033.

Paul Sayers

Eric Wolfson

## JANUARY FEDERAL HOLIDAYS

Jan. 18 is a federal holiday in honor of the birthday of Martin Luther King Jr.

Jan. 20 is Inauguration Day. It is a federal holiday only for employees who work in the "Inauguration Day area," defined by law as the District of Columbia, Montgomery and Prince George's counties in Maryland; Arlington and Fairfax counties in Virginia; and the cities of Alexandria and Falls Church in Virginia. The city of Fairfax is considered to be part of Fairfax County for this purpose.

Whether employees are entitled to federal holiday leave on Inauguration Day depends on their official worksite and, for teleworkers, their telework location.

For more information, contact your timekeeper.

## PHASED RETIREMENT APPLICATIONS INVITED

The Library of Congress' phased retirement application window opened on Dec. 20 and closes on Jan. 29.

Phased retirement is a human capital tool used to transfer knowledge and skills from experienced employees to colleagues in a deliberate manner. Eligible and approved full-time employees who are planning to retire begin to draw partial retirement benefits while working a part-time schedule and engaging in knowledge-transfer activities.

Applicants who are approved will be notified on or before March 1. Applicants who are not approved can request reconsideration with their service unit by March 8. Decisions on reconsideration requests will be issued by March 12.

Approved employees must then begin phased retirement on the first day of any pay period no later than six months from the date of their approval to participate in phased retirement. More information is available on the Human Capital Directorate (HCD) website: <https://staff.loc.gov/sites/hcd>.

Questions? Visit the AskHCD portal (<http://bit.ly/38apg0U>), send an email to [AskHR@loc.gov](mailto:AskHR@loc.gov) or call (202) 707-5627.

## FIND YOURSELF IN PHOTOGRAPHY

**Jan. 21, 12:30 to 1:30 p.m.**

<http://bit.ly/3oC7b1k>

Pour a cup of tea and join the Copyright Office online to celebrate the rich history of copyright and photography. Senior registration specialist Larisa Pastuchiv of the office's Visual Arts Division will discuss how copyright impacts and helps photographers. She will also highlight some famous photographs registered with the office, many slated to appear in the upcoming Madison Building exhibit, "Find Yourself in Copyright."

Questions? Contact [amro@copyright.gov](mailto:amro@copyright.gov).

**Your Employee Personal Page (EPP) is at  
[www.nfc.usda.gov/epps/](http://www.nfc.usda.gov/epps/)**

# GAZETTE

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[loc.gov/staff/gazette](http://loc.gov/staff/gazette)

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### MISSION OF THE LIBRARY OF CONGRESS

The Library's central mission is to engage, inspire and inform Congress and the American people with a universal and enduring source of knowledge and creativity.

### ABOUT THE GAZETTE

An official publication of the Library of Congress, The Gazette encourages Library managers and staff to submit articles and photographs of general interest. Submissions will be edited to convey the most necessary information.

Back issues of The Gazette in print are available in the Communications Office, LM 143. Electronic archived issues and a color PDF file of the current issue are available online at [loc.gov/staff/gazette](http://loc.gov/staff/gazette).

### GAZETTE WELCOMES LETTERS FROM STAFF

Staff members are invited to use the Gazette for lively and thoughtful debate relevant to Library issues. Letters must be signed by the author, whose place of work and telephone extension should be included so we can verify authorship. If a letter calls for management response, an explanation of a policy or actions or clarification of fact, we will ask for management response.—Ed.

### Library of Congress Gazette

Washington, DC 20540-1620

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**Design and production:** Ashley Jones, 7-9193, [gaze@loc.gov](mailto:gaze@loc.gov)  
ISSN 1049-8184

Printed by the Printing Management Section

### GAZETTE DEADLINES

The deadline for editorial copy for the Jan. 29 Gazette is Tuesday, Jan. 19.

Email editorial copy and letters to the editor to [mhartsell@loc.gov](mailto:mhartsell@loc.gov) and [wmal@loc.gov](mailto:wmal@loc.gov).

To promote events through the Library's online calendar ([www.loc.gov/loc/events](http://www.loc.gov/loc/events)) and the Gazette Calendar, email event and contact information to [calendar@loc.gov](mailto:calendar@loc.gov) by 9 a.m. Monday of the week of publication.

Boxed announcements should be submitted electronically (text files) by 9 a.m. Monday the week of publication to [mhartsell@loc.gov](mailto:mhartsell@loc.gov) and [wmal@loc.gov](mailto:wmal@loc.gov).

## New Researcher and Reference Services Chief Appointed

The Library of Congress has appointed Dennis Clark as chief of Researcher and Reference Services. Clark brings more than 22 years of experience as an administrator and librarian to the Library, where he will lead public research services, on-site and online user engagement and the development of the Library's general collections.

Immediately before his appointment, Clark was dean of libraries and professor at the University of Arkansas, where he oversaw a library system consisting of six facilities, including a state-of-the-art library storage facility, and a \$25 million renovation of the main library. He also led the library system through the COVID-19 pandemic, increasing access to e-resources and responding to the digital divide across the student body.

"Dennis arrives at a time when we are expanding access and enhancing services in ways that are both user-centered and digitally enabled," Eugene Flanagan, director of General and International Collections, said. "His track record of transformational leadership, combined with a depth and breadth of experience in reference, collections management, technical services and e-resources, will be instrumental in shaping the Library's approach to providing access and service to more users."

From 2017 to 2019, Clark served as associate university librarian for research, learning and spaces at the University of Virginia, and he was associate university librarian for research and learning at Virginia Commonwealth University from 2011 to 2017. During Clark's tenure, the university was invited to join the Association of Research Libraries, the first U.S. institution to receive an invitation in 15 years.

From 2005 to 2011, Clark served as the head of public and research services and associate professor



**Dennis Clark**

at Texas A&M University.

Clark holds a Bachelor of Arts in music from Samford University and a Master of Library and Information Science from the University of Alabama. He also completed coursework toward a doctorate of education at Vanderbilt University.

Clark was selected as an Association of Research Libraries leadership fellow in 2016 and is a member of the American Library Association. Many of his publications focus on accessibility of e-resources, including "Assessing an E-Reader Lending Program: From Pilot to Mainstream Service" and "Evolution of Electronic Resources Support: Is Virtual Reference the Answer?"

"I'm thrilled to join the Library of Congress at this crucial time," Clark said, adding that Librarian of Congress Carla Hayden's vision to put users first "is particularly inspiring as the pandemic has changed the ways researchers connect with cultural institutions like the Library." ■

## Inaugural Updates

Starting this week and continuing for the next four weeks, the Library is providing staging areas for the National Guard and the U.S. Capitol Police (USCP) at the request of the Joint Congressional Committee on Inaugural Ceremonies. During this time, several spaces usually used for public events and food service in the Jefferson and Madison buildings will be reserved for this purpose. Library employees working on-site in Capitol Hill buildings should be aware that they may see increased presence of National Guard and USCP personnel during this period.

On Jan. 19, the Library will limit the number of employees and contractors working on-site in the Jefferson, Madison and Adams buildings. Only those employees needed to provide infrastructure support for the USCP or the Architect of the Capitol and employees who need on-site access to support Congress should report to work in the Capitol Hill buildings.

Inauguration Day on Jan. 20 is a federal holiday for employees who work in the "Inauguration Day area," defined by law as the District of Columbia, Montgomery and Prince George's counties in Maryland; Arlington and Fairfax counties in Virginia; and the cities of Alexandria and Falls Church in Virginia. The city of Fairfax is considered to be part of Fairfax County for this purpose.

Through Jan. 20, individuals representing various groups and organizations are planning demonstration and protest activities. The USCP is aware of these planned demonstrations and is working with federal law enforcement partners to address issues as they may arise. The Library's Security and Emergency Preparedness staff is also monitoring all related activity closely. Library staff working on-site in the Library's Capitol Hill buildings should report any suspicious activity to USCP by dialing 911 from a landline or (202) 707-7111 from a mobile phone. ■



# Staff Comments Invited on New Spaces for Kids and Families

BY NAOMI COQUILLON

The Center for Learning, Literacy and Engagement (CLLE) led an experience design process over the past eight months to develop a new space for kids and families at the Library. Planned for the ground floor of the Jefferson Building and designed for children ages 7 to 13, the space will encourage visitors to use the Library's resources for their own creative purposes. Part of the ongoing effort to reimagine the experience of (<https://go.usa.gov/x7SYW>), the space is scheduled to open in late 2023.

Under the direction of the Library's project team, external research and design firms conducted over 20 interviews with 70 Library staff members and nearly 60 interviews and workshops with 95 families, teachers, members of Congress and community stakeholders. Based on this feedback, the project team has developed a set of guiding principles and outcomes, along with three experience concepts that together will inform the final design of the space.

Now, we are inviting wider staff feedback on these concepts. Which resonates most with you? Which do you think best represents the Library? What elements of each concept do you think would be the most compelling for the children in your life? What might they enjoy? Please share your comments or ideas at [learn@loc.gov](mailto:learn@loc.gov).

## Concept 1: Reading Rooms

In this concept, research challenges or quests provide a framework for conducting research on topics that pique kids' interests and address problems they care about. Families choose a challenge from a selection of options or create their own.

Upon choosing a challenge, families search for relevant information in model reading room areas organized by words, images, sounds and moving images. Then, they analyze the information they

find to solve their challenge.

## Concept 2: Research + Remix

Like the first concept, families choose a challenge from a selection of options or craft their own. Challenges focus on creativity and artistic expression and might include creating a costume using performing arts, newspaper and fine print collections or embodying the persona of a sculptor invited to design a new memorial.

Upon choosing a challenge, families explore materials in a media bar, where they handle reproductions or facsimiles of Library materials. The media bar is designed for serendipitous exploration, but each challenge also includes clues about where families might look for information.

After they collect their materials, families move to a "remix station" to analyze their items and create something new with art supplies or digital resources. Then, they can then send their work to digital displays to see their creations in the context of others, creating a sense of a community.

## Concept 3: Discovery Path

In the final concept, three immersive zones are grouped by memory, reason and imagination. Families receive a small object embedded with a digital token, which they can tap to sensors to "collect" an item and save it. The heart of the experience features bold, sweeping architecture and a whimsical feel. A central spine offers seating; above it, a stream of dynamic media is projected on a curving band hanging from the ceiling.

The core project team consists of Shari Werb, CLLE's director; Katie Klenkel, CLLE's chief program administrator and acting chief of the Visitor Engagement Office; David Mandel, director of the Center for Exhibits and Interpretation; Michelle Light, head of the Special Collections Directorate; Kate Zwaard, the Library's digital strategy director; and me.

Mandel and Werb will lead the design phase. The final physical design will draw on the core project principles and elements of the three concepts. ■

## EXPLORE LOC EXHIBITIONS ONLINE



Shawn Miller

Although Library buildings remain closed to the public because of the pandemic, it's still possible to tour Library exhibitions online, including "Rosa Parks: In Her Own Words," shown above in a photograph from December 2019. More information: <https://www.loc.gov/exhibits/>.

# Copyright Public Records System Pilot Launches

The U.S. Copyright Office in December launched a public pilot of its Copyright Public Records System (CPRS), developed from the ground up to provide easier access and a stronger user interface for copyright records, including registrations, recordations and other data. CPRS is the first publicly released component of the Enterprise Copyright System, a bespoke IT system currently under development by the Library to integrate and improve all Copyright Office technology systems.

Designed using extensive user feedback, CPRS provides a modern user experience, enhanced search capabilities and improved mobile support for accessing copyright records. The pilot is accessible at [publicrecords.copyright.gov](https://publicrecords.copyright.gov),

and feedback can be provided using the link at the bottom of the page. The pilot is running in parallel with the Copyright Public Catalog, which contains the same data and remains available.

“We build every IT system at the Library of Congress with the user in mind,” said Jim Karamanis, the Library’s director of IT design and development. “That’s why pilot launches like CPRS are so important – they show us how users interact with the system we’ve built and how we can make it better for researchers who are familiar with copyright records and for those who may be exploring these records for the first time.”

The Enterprise Copyright System will also include new applications to manage copyright registration,

recordation and licensing, all of which will share a global design system and common components to better meet the needs of the Copyright Office and its users. A pilot of the electronic recordation system (<https://go.usa.gov/xAnVg>) was released to a limited external audience earlier last year but has not yet been made widely accessible.

More information: [copyright.gov](https://copyright.gov). ■

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## HCD SERVICES PORTAL

During this period of remote work, the Human Capital Directorate (HCD) services portal (<https://bit.ly/31fqIKw>) is there to help. Ask questions of HCD professionals; submit documents related to benefits, retirement and payroll matters; and track requests.

## OBITUARY



### Fred Protopappas

Fred Protopappas, 72, died of cancer on Oct. 19 at Montgomery Hospice’s Casey House in Rockville, Maryland. He retired from the Library in 2007 following a career of 30 years.

Born in Brooklyn, New York, to Peter and Marta (Harnischmacher) Protopappas, Fred Protopappas was the only member of his immediate family born in the U.S. He was a record-setting track athlete at Nazareth High School, and he was

recruited to Georgetown University, from which he received a track scholarship.

At Georgetown, Protopappas received a B.A., an M.A. and a Ph.D. in Chinese language and literature. He spent his entire professional career at the Library, where he began as a cataloger of Chinese language materials. He retired as a senior overseas operations officer in what is now the Acquisitions Fiscal, Overseas and Support Division of the Acquisitions and Bibliographic Directorate (ABA).

As a liaison to the Library’s overseas offices, Protopappas traveled to and worked with staff in the Library’s Cairo, Rio de Janeiro, New Delhi, Nairobi, Islamabad and Jakarta offices. His duties included helping the ABA director manage and support the offices; coordinating activities among them, particularly those tied to statistics and accounting; and serving as the Library’s representative to the U.S. State Department.

Colleagues remember Protopap-

pas for his analytical mind, his computer and data-crunching skills, his generosity and, especially, his sense of fun. “Fred was great at keeping spirits up for all, mine included,” Tony Pierce, a retired colleague, said.

In the same vein, Megan Caverly, a digital projects coordinator, recalled, “Fred always had a smile, a joke or [a] fun bit of information to share.”

Beyond work, Protopappas was an avid cyclist, a music lover who delighted in sharing his enthusiasm with his friends and a grateful member of the Del Ray Club in Bethesda, Maryland. As in his professional life, Protopappas was beloved in his personal life for his friendliness and sense of humor as well as his wacky t-shirts.

Protopappas is survived by his wife, Ruth Polan; his son, Alex (Lacey); his grandson, Dylan; his brother, John (Judy Meany); his sister-in-law, Miriam Polan; and nieces, nephews, great-nieces and great-nephews. ■





David Sager and his dog, Gypsy

## David Sager

*David Sager is a reference assistant in the Recorded Sound Research Center. He is also an accomplished jazz trombonist and scholar who recently received his third Grammy nomination.*

### **Tell us a little about your background.**

I am a local boy. I grew up in Silver Spring, Maryland, where my father ran an optical shop. I went to public schools in the area and graduated from Northwood High School. My family was filled with musicians, and I heard all sorts of music from a very early age. I studied music at Ithaca College and Towson State University, from which I graduated with a bachelor's degree in music education.

I worked for a time as a substitute music teacher in local middle and high schools and later moved to New Orleans. I was a full-time musician there, playing old-time jazz trombone and performing in night clubs and at concerts and festivals in the U.S. and Europe.

### **What brought you to the Library and what do you do?**

After 12 years in New Orleans, my wife, Natalie, and I moved back to our home state of Maryland. I spent two months teaching music at a community college and then learned of a job opening at the Library.

I work in the Recorded Sound Research Center as a reference assistant. I support the reference librarians, assisting patrons and often taking over the reference desk. With my colleagues, I also answer the many email questions that come in daily, place orders for duplication of recordings and arrange listening sessions. Helping patrons find what they need is very satisfying to me. Especially when I can connect a patron with the voice or music of a deceased loved one, I feel a tremendous sense of joy and satisfaction.

Other fun parts of my job include writing for my division's blog, "Now See Hear," and tending to matters concerning the Library's National Jukebox.

### **Tell us about your lifelong love of music.**

As I mentioned, music is very prominent in my family history. My great-grandfather, Josef Brusiloff, was a court musician in Russia for Czar Nicholas II. He also was the conductor of the Charkov Opera Orchestra. Up until that time, he was the only Jew to hold that distinction. He came to America in 1907 and settled in Baltimore. All of his children were musical.

I have two older brothers who played instruments, one the trumpet and the other the trombone. Upon hearing a Tommy Dorsey record at age 8, I realized that I'd prefer to play the trombone like Dorsey to playing drums like Ringo Starr! I took lessons, but I basically taught myself to play jazz by playing along with recordings and – when I was old enough – going to local jam sessions.

My interest in jazz history came about because I really like early jazz recordings, and I became

curious about the performers and what made them tick. I formalized my interest many years later by acquiring a master's degree from Rutgers University in jazz history and research.

### **You were just nominated for a third Grammy Award. How does that feel?**

I was nominated in November for a Grammy Award in the category of "Best Album Notes." The album is one I produced, "Out of a Clear, Blue, Sky," which features recordings by Nat Brusiloff and his Orchestra from 1930 to 1934. Brusiloff was my grandmother's brother and the son of Josef Brusiloff, making him my great-uncle. He was a violin virtuoso and radio orchestra conductor. He made hardly any commercial recordings during his brief lifetime, but many radio transcriptions and broadcast recordings exist. I was joined by Nat's daughter and grandson in spending many years searching for these recordings. This album has been a decadeslong dream for me.

The fact that it was recognized by the Recording Academy is a thrill I cannot accurately describe, and it's no less thrilling even after having received two previous nominations. One of the really special things about it is that at the nomination stage, a committee actually takes time to read each submission.

The first nomination was for the annotation of a collection of the recordings of King Oliver's Creole Jazz Band, which also happen to be the very first recordings of Louis Armstrong.

Nomination No. 2 was for a collection of recordings by Isham Jones, a leading band composer who in his day was extremely popular – he composed "It Had to be You" – but who is remembered by few today. ■

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## **HAVING TECHNICAL ISSUES**

The Office of the Chief Information Officer's service desk is staffed around the clock with technicians ready to help. Contact [ocioser-vicedesk@loc.gov](mailto:ocioser-vicedesk@loc.gov) or (202) 707-7727.

## FRD, CONTINUED FROM 1

pected benefits. For the first time in its 72-year history, FRD has been able to consider, interview and hire staff located outside the Washington, D.C., area.

Supported by one of the Library's revolving funds, the division has provided research support and analytic expertise to executive agencies since 1948. Its core staff of 26 uses the Library's collections to produce impartial, comprehensive studies on behalf of its clients, which can include the District of Columbia government and authorized federal contractors.

In the fourth quarter of fiscal 2020, the division posted job announcements for project managers, data analysts and researchers. It received three times as many applications as usual. "It was a unique experience, both in terms of the volume of applications and in the quality of the applicants," said Marieke Brock, head of the Healthcare and Business Section.

The first applicant to be hired was Annie Rorem, a former client who remembered FRD as being the kind of place she would want to work. Previously the deputy director of research and analysis for a federal commission, Rorem interviewed from her kitchen table in Washington, D.C. Now the head of the Science and Technology Section, Rorem notes that FRD has lived up to her expectations. "It's a pretty terrific place. I feel like I'm able to contribute to important policy discussions in creative, data-driven ways."

Many of the other recent hires feel the same way, noting that they realized during their interviews that what seemed like a good first full-time job was more in line with their long-term goals. One such hire is Virginia-based researcher Madelin O'Toole. She comments, "It really is the perfect job, both in terms of what I want to do and under the circumstances."

Those circumstances are what enabled FRD to expand its potential hiring pool so dramatically. And

while these new employees are expected to move to the Washington, D.C., area after quarantine restrictions are lifted, the division now has staff based in North Carolina, Texas and Oregon.

FRD's two new data analysts – Hannah Ho and Sema Hasan – are the two employees located the farthest away. Ho, currently residing in Texas, has a one-hour time difference to work around, while Sema Hasan has a three-hour change to contend with in Oregon. Luckily for Hasan, she's a morning person, although "my mornings do start a little earlier now than I'm used to," she said.

Of course, there have been difficulties, from remotely submitting sensitive forms to the Human Capital Directorate to being unable to connect in person with colleagues. "It's strange not seeing people," said Ho. Being remote "feels limiting in getting to know folks as complete individuals."

Kali Smith, a researcher working in North Carolina, agrees: "I'm an extrovert and an external processor, so being remote has been hard at times."

Still, every one of the six hires notes that the quirky, family environment the division has long prided itself on has come through, most often in the daily morning and evening telework emails staff send to each other. These messages have made it clear how much everyone in the division

values each other and have provided glimpses of the personalities behind the names. To Zaman, the nightly messages have a Waltons-esque feel to them. "I like the evening emails," he said. "Everyone wishing each other a good night has a very 'Good night, John Boy,' vibe."

Virtual meetings have further aided in the integration of new colleagues with the existing team. Biweekly operations meetings and monthly all-hands meetings have enabled them to get a better sense of what the different FRD sections are working on and have acquainted them with staff they do not often work with directly. Virtual social gatherings and holiday parties have also supported bonding, including among longer-term employees, who have commented on how much they miss the conversations they used to have around the water cooler or in the division's hallways.

Overall, FRD has been lucky. Much of the division was already equipped to work remotely when the Library introduced maximum telework in March, allowing the division to continue its mission with minimal workarounds. Still, it is clear the staff calling FRD home are eager to meet in person and learn more about their six new colleagues who are adding a layer of new skills and fresh enthusiasm to a division that is one of the Library's best-kept secrets. ■



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